

Policy and Advocacy Coaching

Are you interested in a career in Policy and/or Advocacy?

At Leadership for Educational Equity (LEE), your leadership development is the center of what we do. To assist members in achieving impact across their career, the Policy & Advocacy Team offers coaching that can help to define and align career goals with a personal theory of change, add accountability toward achieving your growth objectives, and provide personalized support in your job search including matching you with leadership roles that fit your experience, interests and vision for impact on equity.

You have probably already benefited from career guidance and mentorship as a former teacher and growing leader. You probably also serve as a mentor and guide to others. While coaching can take many forms, we partner with members in a thought-provoking, meaningful, and accountable relationship which supports and challenges you to realize and achieve your leadership potential and vision in line with your values. Contact pacoaching@educationalequity.org today to set up coaching.

Types of Coaching Support

Career Coaching

Coaching Consult

Work with a coach to determine your personal theory of change and how a coaching consult with a Leadership Exploration or Policy and Advocacy coach, career coaching, or effectiveness coaching can help you chart a path to impact. By matching your skills, strengths, and theory of change with roles in policy and/or advocacy fields, you can maximize your leadership development.

Most impactful for members who are:

- Not sure where to start, but have identified policy and/or advocacy as a likely career path
- Ready to explore their short- and long-term career goals, and share motivations
- Working in related fields or roles but looking to transition for increased impact

Early Career Group Coaching and the Policy & Advocacy Accelerator

We understand that everyone learns differently, so we created early career coaching groups for members like you who are looking for their first role in policy and advocacy, and are interested in learning in a virtual environment along with a group of peers.

Most impactful for members who are:

- Looking to engage in concrete weekly actions to pursue their goals
- Interested in increasing their network by connecting with a group of 10-20 peers
- 12 weeks of structured action steps and resources in a mixed-platform coaching model to engage with a coach and peers via chat online and by phone in bi-weekly group coaching calls

Additionally, we offer the Policy & Advocacy Accelerator for early stage members looking to secure a role or fellowship with a policy or advocacy organization in the next six months. The Accelerator is a three month virtual cohort that utilizes a combination of full group training, small group peer learning, and individual feedback. By the end of the Accelerator, members will have developed strong resumes, cover letters, and writing samples that they can utilize in their job search. In 2019, we will lead two cohorts of the Accelerator.

Individual Career Coaching and Job Search Support

The Policy and Advocacy Strategic Partnerships Team provides career coaching to support your leadership and professional development. Rooted in proven coaching principles, trained staff will guide you through thought-partnership around your

long-term career goals and short-term next steps. Through personalized resources like resume and interview support, comprehensive job posting, and candidate matching, your coach will support you in applying for high-impact roles across the country.

Most impactful for members who are:

- Ready to apply for full-time policy or advocacy roles within the next 6 months - 1 year
- Interested in reflecting on strategies they are currently using and learning new strategies
- Prefer to learn 1:1 and engage in self-paced learning with a coach via phone and email

Appointments Coaching

Individual and group coaching for appointed leadership is offered to build your awareness and knowledge of the public board and commission appointment opportunities and support you in securing an appointed leadership role in your region or community. Through this experience, coaches inform you about opportunities (e.g., eligibility requirements, selection process), support you through the written application process, provide mock interviews, prepare you for candidate forums, connect you to current or previous appointment holders to receive first hand feedback and input on the selection process, and introduce you to other board members who could serve as mentors or providing further guidance.

Most impactful for members who are:

- Seeking an opportunity to serve on a public board or commission
- Have already identified an appointed leadership position and need support in the process

Make More Effective Coaching

90 Day Success Coaching

Across the country, members like you have recently started working in high-impact policy and advocacy roles. The first 90 days in a new role are crucial to setting up next steps to strengthen your skills, build new areas of knowledge, and reach alignment with your team and manager. Coaches on the Policy and Advocacy Team can help you assess where to focus, define the keys to your success, and give you the tools to increase effectiveness. Note that this support is offered to all members who move into a new policy or advocacy role through career coaching, and is provided to additional members on an as-available basis.

Most impactful for members who:

- Recently started in a new role within policy or advocacy in the last 6 months

Executive Coaching

Senior leaders in policy and advocacy have unique needs, and tend to benefit the most from coaching with the thought-partnership of a peer or more experienced leader. Executive coaching can help you unearth challenges and define a SMART plan of action, take action on a current or upcoming challenge, or create space for personal and professional reflection, all of which can dramatically impact your leadership and impact on equity in a short period of time. Space is limited in this exclusive support and applications are open periodically.

Most impactful for members who are:

- Currently in and intend to remain in a senior leadership role within policy or advocacy
- Interested in thought partnership to overcome barriers to impact

Ready to connect with a coach?

[Complete an intake survey today, or reach out to pacoaching@educationalequity.org.](mailto:pacoaching@educationalequity.org)

Visit [Educationalequity.org](https://www.educationalequity.org) to consult the *Policy & Advocacy Career Guide*, *Fit Tool*, and other resources.